



Elmos Semiconductor SE ESG Policies

Section: Social
 Chapter: Employees and working conditions
 Policy: Fair and equal pay
 Supported UN SDGs:



Addressed GRI standards: 401, 402, 405

Elmos takes great pride in offering attractive workplaces at all of its locations that are characterized by an appreciative and respectful tone throughout the company.

Elmos pays its employees fairly and appropriately and in accordance with the industry standards, the statutory minimum wage, and minimum wages defined under collective bargaining agreements. It also complies with all regulations on working hours, overtime, and statutory and voluntary social benefits.

Employees from the upper managements levels are paid on the basis of their position and level of responsibility, as well as the individual experience and performance of the employees themselves.

Employees of all genders are treated equally at our company as a matter of principle. All of our employees are hired and supported on the basis of their qualifications and abilities and irrespective of their gender. There are no known differences between their wages or salaries that could be attributed to gender alone. As a matter of course, Elmos complies with all laws and regulations concerning fair and equal pay throughout the Group.

Accompanying documents Code of Conduct for Employees
 Code of Conduct for Suppliers and Business Partners
 Annual Report: Equality and equal pay report

KPIs Share of female employees